



| **University of New Haven**

CAREER DEVELOPMENT CENTER

Navigating Disability Disclosure: Strategies for Successful Job Interviews

- **Yvonne Sanders, Accessibility Resources Center**
- **Jessica Sztaimberg, Career Development Center**
- **JEDI Ambassadors & Delta Alpha Pi members**
- **Sanjiv Chaturvedi, Department of Rehabilitation Services**



Agenda

- Requesting accommodations, disclosing, and the hiring process
- Sanjiv's personal experience working with clients
- CDC interview strategies and resources
- Workplace culture
- Student panel
- Q&A


Disclosing Disability, Requesting Accommodations, and the Hiring Process




Disability Disclosure

- There is no right or wrong way
- It's a matter of determining if, when, and how
- Questions to ask yourself

- **Disclosure & Pre-Employment**
- **Disclosure and Post Offer**
- **Disclosure to Receive Reasonable Accommodations**

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- **Disclosure & Confidentiality**
 - **How should an individual with a disability disclose when requesting a reasonable accommodation?**



I have (the preferred term for disability). Currently, I can/have the skills required to do (the main duties) of the job, but sometimes (functional limitations) interfere with my ability to (duties you may have trouble performing). It helps if I have (name the specific accommodations you need). I work best when (other accommodations).

**Sanjiv Chaturvedi ,
Employment Consultant at
Department of
Rehabilitation Services**



Interview Strategies



Learn how to properly prepare

Learn how to effectively follow-up

Review common interview questions

Career Development Resources

Before the Interview



During the Interview

Remain calm

Show what you know

Be positive!



After the Interview

Ask about the next steps



Acquire business cards



Send thank-you notes



Follow-up again

Tell Me About Yourself

“Walk me through your resume” “Tell me something unique about you” “Tell me something that is not on your resume”



Be confident &
brief

Start with
your
credentials

Why you
chose your
major/industry

College
experiences

How you can
help them

“I really enjoyed my last job in food service.

One of the things I love the most about the hospitality industry is being able to help people and see them happy with their service.

I found that I really thrive in an environment where I can do several tasks at once. It’s a challenge but it’s also usually a lot of fun. I like challenging myself and that way I’m never bored.

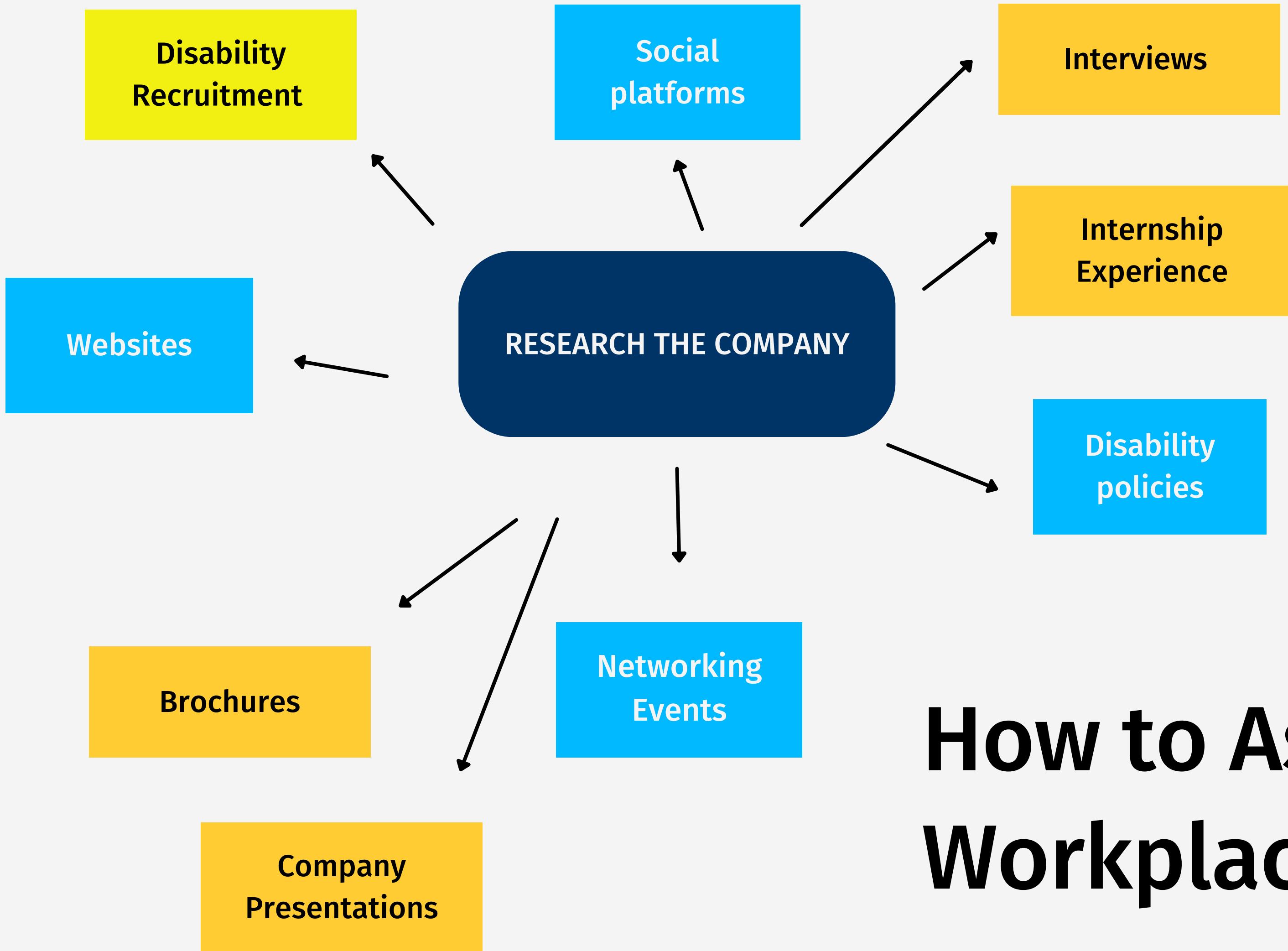
I feel my past jobs as a camp counselor helped prepare me to be a great server as well. I really learned to listen, communicate, and make sure everyone has a great time, while also overseeing my various tasks and responsibilities.”

STAR Method

Describe the **SITUATION** you were in or **TASK** you needed to accomplish, describe the **ACTION** you took, and the **RESULTS**

S Situation	Detail the background. Provide a context. Where? When?
T Task	Describe the challenge and expectations. What needed to be done? Why?
A Action	Elaborate your specific action. What did you do? How? What tools did you use?
R Results	Explain the results: accomplishments, recognition, savings, etc. Quantify.

'STAR' Technique to Answer Behavioral Interview Questions



How to Asses the Workplace Culture

Career Development Resources



How-To Guides

MyCharger - ChargerLink

Mock Interviews

Career Advising

Big Interview Mock Interview AI
Software

Alumni Support

Student Panel and Q&A

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Thank you!

Save the Date:

Disable the Label, April 18th 2023



Additional Resources

